

AGREEMENT BETWEEN
CITY OF MANCHESTER
AND
TEAMSTERS UNION LOCAL NO. 633 OF N.H.

Affiliated with the International Brotherhood of Teamsters

Expires June 30, 2016

(Welfare)

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ARTICLE ONE

Purpose

The objectives of this Agreement are the promotion of harmonious and cooperative relations between the City, the Union and members thereof; and the establishment of an equitable and peaceful procedure for the resolution of differences arising between them concerning wages, hours and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer as defined in RSA 273-A. This statement of purpose shall not be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE TWO

Recognition

21 The City hereby recognizes Teamsters Local 633 of New Hampshire, hereinafter, the "Union", as the exclusive representative of the bargaining unit for the purpose of collective bargaining with respect to wages, hours and other terms and conditions of employment other than managerial policy within the exclusive prerogative of the public employer as specified in RSA 273-A:1, XI. Such managerial prerogatives shall not be subject to the grievance and arbitration provisions of this Agreement.

22 The bargaining unit is defined as follows:

All regular full-time employees of the Manchester Welfare Department in the classifications of Accounting Specialist II, Administrative Services Manager, and Welfare Specialist I, II, III.

2.3 All other employees are excluded from the bargaining unit. All bargaining unit members, however, who are not members of the union will be required to pay agency fees, in lieu of union dues, to the union.

ARTICLE THREE

Management's Rights

The Board of Mayor and Aldermen of the City of Manchester, and the Welfare Commissioner shall continue to have, whether exercised or not, all the rights, powers and authority heretofore existing, including but not limited to the following:

The City of Manchester and the Welfare Commissioner shall determine the levels and standards of service to be offered by the Welfare Department, determine the standards of selection for employment and promotion, direct the bargaining unit members, take disciplinary action, relieve bargaining unit members from duty because of lack of work, budgetary constraints or for other legitimate reasons; issue and enforce rules and regulations; maintain the efficiency of governmental operations; determine the

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means, methods and personnel by which the Welfare Departments operations are to be conducted; determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities.

All of the rights, responsibilities and prerogatives that are inherent in the Board of Mayor and Aldermen, and the Welfare Commissioner by virtue of statutory and charter provisions cannot be subject to any grievance or arbitration proceeding.

ARTICLE FOUR Contracting and Subcontracting Out

4.1 The right of any public agency or private individual(s) or business(es), other than the Welfare Department, to contract for work of the nature ordinarily performed by the Welfare Department, shall not be affected by this Agreement.

4.2 The City of Manchester recognizes the concern of the Union in regard to contracting or subcontracting work which results in a reduction of the work force.

4.3 If the City of Manchester, or the Welfare Commissioner changes the method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or the Welfare Department will give notice to the Union of its intention. In those cases where bargaining unit members are not absorbed into other City positions, the City and/or Welfare Commissioner will provide as much advance notice of impending lay-off as is reasonably possible.

ARTICLE FIVE Stability of Agreement

5.1 This Agreement represents the entire agreement between the parties hereto and may not be modified in whole or in part except by an instrument in writing, duly executed by both parties.

5.2 Should any article, section or portion thereof of this Agreement be determined to be invalid because it is in conflict with a Federal or State law or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, section or portion thereof specified in the decision; provided, however, that all other provisions of this Agreement and the application thereof shall remain in full force and effect.

ARTICLE SIX No Strike or Lockouts

6.1 No bargaining unit member shall engage in, induce or encourage any strike, work stoppage, sick-in, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester or Welfare Department.

6.2 The Union agrees that neither it, nor any of its officers or agents, national or local, will call, institute, authorize, participate in, sanction or ratify any such strike, work stoppage, sick-in, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester or the Welfare Department. In the event of any such activity, neither the City nor the Welfare Commissioner shall be required to negotiate on the merits of the dispute which gave rise to such activity until any and all such activity has ceased.

6.3 Should any bargaining unit member(s) engage in any activity prohibited in Section 6.1, above, the Union shall forthwith disavow any such activity in writing and shall take all reasonable means to induce such bargaining unit member(s) to terminate such activity forthwith, including but not limited to any and all disciplinary measures which may be taken pursuant to the Union's Constitution and By-laws, or similar governing document.

6.4 In the event of any activity prohibited under Section 6.1, above, bargaining unit members participating in the same shall be subject to disciplinary action, including immediate termination.

65 The City of Manchester and the Welfare Commissioner will not engage in any lockout.

ARTICLE SEVEN Rules and Regulations

The rules and regulations of the Welfare Department which are now in effect or which may be promulgated or amended by the Welfare Commissioner shall be the prime governing factor in the conduct and actions of all bargaining unit members and every such member shall be thoroughly conversant with them.

ARTICLE EIGHT Non-Discrimination

The Board of Mayor and Aldermen, the Welfare Commissioner and the Union agree that there will be no discrimination against bargaining unit members on account of membership or non-membership in the Union.

The Union officers and members agree not to bar bargaining unit members from joining or remaining in the Union, except for non-payment of dues.

ARTICLE NINE
Hours of Work and Overtime

9.1 Bargaining unit members shall be assigned to work five (5) days per week, forty (40) hours per week. Determination of the work schedules shall be made by the Welfare Commissioner.

9.2 Bargaining unit members shall be paid overtime in accordance with the Fair Labor Standards Act (FLSA).

ARTICLE TEN
Sick Leave Accrual and Payment

10.1 Effective on the date of ratification, all bargaining unit members shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1 1/4) work days for each completed month of service. Accrual shall include the six (6) month probationary period, but employees will not be allowed to use sick leave until they have satisfactorily completed the probationary period. Unused sick leave may be accumulated up to a maximum of one hundred twenty (120) work days.

10.2 Bargaining unit members eligible for sick leave with pay may use such sick leave for absence due to their illness or injury; or the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved; or for the bargaining unit member's exposure to contagious disease.

Bargaining unit members shall be required to substantiate sick leave in excess of three (3) days with a letter from a qualified physician or any other excuse acceptable to the Welfare Commissioner. In the case of chronic absenteeism or if the Welfare Commissioner has reason to believe that a bargaining unit member is abusing his/her sick leave, he/she shall give the bargaining unit member a written warning. If the suspected abuse continues, the Welfare Commissioner may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the bargaining unit member's sick leave record for twelve (12) months, the written warning shall be removed from the bargaining unit member's record.

10.3 When a bargaining unit member terminates his/her employment with the City, all sick leave credits shall be canceled, except in cases of paid retirement, paid duty disability retirement or death. In such cases, accrued sick leave shall be payable to the bargaining unit member or his/her designated beneficiary; provided however, that payment shall not exceed eighty (80) days, plus 1/4 of the balance of the days accrued over 80 but not more than 120 days.

10.4 Bargaining unit members shall also be entitled to the benefits under City Ordinance 33.081 (H)(4)(b), as it may be amended from time to time.

10.5 Bargaining unit members must use all of their accrued sick leave, any sick leave bank benefits to which they are entitled and all other accrued paid leave before they will be allowed to use unpaid leave for personal illness or injury or exposure to contagious disease.

10.6 Sick Leave Incentive

Effective July 1, 2010 or the date of ratification, whichever comes later, bargaining unit members who used forty-eight (48) hours of sick leave or less in the preceding calendar year will qualify for two (2) personal leave days to be scheduled by the Welfare Commissioner. Personal leave days must be used during the calendar year to which they are credited and shall not accumulate or be carried over to the following year.

10.7 Absence Without Leave

Any bargaining unit member who is absent from duty shall report the reason therefore to the Welfare Commissioner prior to the date of absence when possible and in no case later than the second day of absence, unless there are extenuating circumstances. All unauthorized and unreported absence shall be considered absence without leave and deduction of pay shall be made for the period of absence. Such absence may be grounds for disciplinary action.

ARTICLE TEN (A) Sick Leave Bank

Bargaining unit members shall be eligible to participate in the City's Non-Affiliated Sick Leave Bank under its rules and regulations as they may be amended from time to time. Decisions of the Non-Affiliated Sick Leave Bank Committee shall not be grievable.

ARTICLE ELEVEN Discipline

11.1 All bargaining unit members shall be required to attend any investigatory interviews schedules by the Welfare Commissioner. If a bargaining unit member has a reasonable fear that discipline may result from the investigatory interview, he/she shall be entitled to union representation if he/she makes such a request. If a union representative is present at the investigatory interview he/she may not interfere with the investigatory interview. The investigatory interview shall not be unreasonably delayed because of the unavailability of a specific union representative.

11.2 No bargaining unit member shall be disciplined without just cause. Disciplinary decisions may be grieved under Article 13 of the Agreement; provided however, an arbitrator may not substitute his/her judgment for that of the Welfare Commissioner in the exercise of rights granted or retained by this agreement.

ARTICLE TWELVE

Union Rights

12.1 With the exception of processing grievance matters and negotiating contracts the Union will not be allowed to transact any business on City time. The Union steward shall be allowed reasonable amounts of City time for the handling of grievances. The City shall have no obligation to pay the steward for time spent in grievance matters when he or she is not scheduled for work.

12.2 The Union shall be allowed to use facilities for off-duty meetings concerning matters covered by this Agreement when such facilities are available and such meetings would not conflict with the business of the Welfare Department. Requests for use of Welfare facilities shall be made to the Welfare Commissioner at least seven (7) days prior to the date of the requested use. The Welfare Commissioner shall respond to the request within four (4) days.

ARTICLE THIRTEEN

Grievance Procedure

1. Definitions

A "grievance" is a claim based upon the interpretation, meaning or application of any of the provisions of this Agreement. Only claims based upon the interpretation, meaning or application of any of the provisions of this Agreement shall constitute grievances under this Agreement.

The ten "days" when used in this Article shall mean Monday through Friday excluding holidays or other days when the Welfare Department is closed.

2. Purpose

The purpose of the procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may, from time to time, arise affecting the welfare or working conditions of any bargaining unit member having a grievance. Both parties agree that the proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure, which shall be handled as provided in this Article.

Nothing herein contained will be construed as limiting the right of any bargaining unit member having a grievance to discuss the matter informally with any appropriate supervisor and to have the grievance adjusted without the intervention of the Union, provided that such adjustment is not inconsistent with the terms of the Agreement. The Union shall have the right to communicate its concerns to the Welfare Commissioner relative to any interested party; however, this right shall not extend to being present at any meeting, unless the grievant wants the Union to be there. Any adjustment reached without the presence of a designated representative of the Union shall not be precedential in any way.

3. Procedures

Since it is anticipated that nearly all grievances can be resolved informally at level one, it is important that the complaint be processed as rapidly as possible. The timelines contained herein should be considered maximum. The time limits may be extended by mutual agreement, in writing.

Bargaining unit members shall, notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations until their grievance(s) is resolved.

A. Level One-Discussion

If the grievance is not brought to the attention of a bargaining unit member's Supervisor within twenty (20) days after the grievant knew or should have known of the act or condition upon which the grievance is based, then the grievance shall be considered waived. An aggrieved person shall give a written notice to the Welfare Commissioner and a brief explanation of the alleged grievance. Such aggrieved person will informally discuss the complaint the Welfare Commissioner either directly or through the Union representative with the object of seeking resolution. The Commissioner shall hold a discussion with the grievant and his/her Union representative, if the representative is requested by the grievant. The Welfare Commissioner shall give an answer within five (5) days from the date that the grievance is informally received.

B. Level Two-Formal Grievance

If the grievant is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) days after the informal meeting at Level One, the grievant may file the grievance, in writing, with the Welfare Commissioner. The grievance and its specifics shall be submitted on the form contained in Appendix A of this Agreement.

Within (10) days of the receipt of the written grievance, the Welfare Commissioner shall meet with the aggrieved person in an effort to resolve it. The Welfare Commissioner shall render his/her decision within five (5) days after the meeting.

C. Level Three-Pre-Arbitration

If the grievant is not satisfied with the disposition of the grievance at Level Two or no decision has been rendered within the time frames specified in Level Two, the grievant may refer the matter, in writing, within five (5) days after the decision at Level Two, or twenty-five (25) days after the complaint was referred to Level Two to the City's Chief Negotiator/Contract Administrator, who shall schedule a pre-arbitration meeting within fifteen (15) days after receiving the request.

Representatives of the Union, the grievant, the Welfare Commissioner and the Chief Negotiator/Contract Administrator will attend the pre-arbitration meeting. The purpose of this meeting is to determine if the grievance can be resolved without

Arbitration. If no satisfactory resolution is reached as a result of the meeting, the Union may submit a written demand for arbitration, with a copy to the Chief Negotiator/Contract Administrator, to the N.H. Public Employee Labor Relations Board within ten (10) days after the pre-arbitration meeting.

D. Level Four-Arbitration

The Arbitrator shall schedule the arbitration hearing at a time and place mutually agreeable to the parties. The Arbitrator shall have no authority to hold a hearing on more than one grievance at any hearing unless the parties mutually agree to the submission of multiple grievances to one arbitrator.

The Arbitrator shall not have the power to alter, add to, or subtract from the terms of the Agreement. The Arbitrator shall have no authority to render a decision which requires the payment for retroactive wages or adjustments which extend prior to the date when an aggrieved employee knew or should have known of the act or condition upon which the grievance was based, as specified in Section 3A of this Article.

The decision of the arbitrator shall be final and binding.

The cost for the services of the Arbitrator, including reasonable expenses, shall be borne equally by the parties in cases of suspension and termination, only. In all other cases, the expenses of the arbitrator shall be borne by the losing party. It shall be incumbent upon the arbitrator to designate the losing Party. The parties agree that the party who requests a postponement of any arbitration hearing shall be obligated to pay any related Postponement costs or fees.

E. Miscellaneous

1. Failure at any level of the grievance procedure of "management" to render a decision within the specified time limits shall permit the grievance to proceed to the next level.

2. Failure of the grievant and/or the Union to abide by the time limits set forth in this article shall result in the grievance being dismissed without further action being taken with respect to such grievance.

3. No reprisals of any kind will be taken by "management" or the Union against any party of interest, any Union representative or any other participant in the grievance procedure by reason of such participation.

4. The Welfare Commissioner may initiate a grievance against any bargaining unit member or the Union under the terms of this Article by specifying to the Union, in writing, the specific name (s), date(s), alleged violation(s) or misapplication(s) and the provision(s) of this Agreement involved. Such a grievance shall be commenced at Level Three.

If such a grievance is not filed within forty-five days of the date(s) of the alleged violation(s) or misapplication(s), then the grievance shall be considered waived.

5 The Welfare Commissioner agrees to allow a Union grievance representative and an aggrieved employee(s) reasonable time, without loss of pay, during regular working hours for the purpose of processing grievances only, provided such time away from work does not interfere with the work of the area(s) involved. Such time will not be withheld unreasonably. The Union grievance representative will obtain prior permission to absent him/herself from work before leaving a work site and shall obtain prior permission of the appropriate supervisor involved before interrupting the work of an aggrieved employee(s). Employees shall not be entitled to vehicle reimbursement if they travel for grievance purposes.

ARTICLE FOURTEEN Salaries

NOTE: The bargaining unit members' work weeks are specified in Article 9.

14.1 Effective on July 1, 2015, the Salary Schedule shall be increased by zero percent (0%).

14.2 Bargaining unit members will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. Evaluation step increases will stop when a bargaining unit member reaches Step 13 on the included Salary Schedule.

14.3 Bargaining member appeals of their annual performance evaluations will be conducted according to the process agreed to by the Union and the City. See Appendix B.

14.4 The longevity waiting periods for bargaining unit members shall be 5-10-15-20-25-30-35-40-45 years of service. An increase of three percent (3.0%) will take effect on the bargaining unit member's anniversary date of employment.

14.5 Bargaining unit members who are promoted to a higher grade shall be placed on the lowest step of the new grade which will provide a minimum of a ten percent (10.0%) increase in salary.

14.6 Bargaining unit members who have attained the requirements of the achievement

grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade.

ARTICLE FIFTEEN

Temporary Duty in a Higher Classification/Promotions

15.1 In any case when a bargaining unit member is qualified for and is temporarily required to serve regularly in and accept the responsibility for work in a higher class of position, such bargaining unit member shall receive the entrance rate of that class or one rate step above his/her present rate, whichever is higher, while so assigned, subject to the approval of the Human Resources Director. Such temporary assignment to a higher class of positions, to qualify for the higher rate of pay, shall be regular and continuous in character for at least one work day.

15.2 A bargaining unit member may be temporarily assigned to the work of any position of the same or lower pay grade without a change in pay.

15.3 Whenever possible promotions or assignment of a new position shall be made from the regular employees who are employed by the department.

ARTICLE SIXTEEN

Hospital/Medical Insurance

16.1 Effective July 1, 2010, the City shall provide a hospital/medical policy equivalent to Cigna POS which description is attached hereto as Appendix D, for all bargaining unit members, hired prior to July 1, 2010. The City will pay eighty-seven and one-half (87.5%) percent.

The employee co-pays shall be as follows:

Option I (PCP) office visit co-pay - \$15.00
Option II (direct referral to specialist) office visit \$30.00
Emergency room visit - \$75.00
Generic prescriptions (one month supply) - \$10.00
Other prescriptions (one month supply)- \$15.00
Mail order prescriptions (three month supply) \$1.00

Effective on July 1, 2010, the City shall place newly hired employees who are eligible for Health Insurance into the Cigna HMO plan until the next open enrollment period following the employee's one year anniversary, at which time, these employees may elect to remain in Cigna HMO or elect to change to Cigna POS.

16.2 It is agreed by all parties concerned that the City reserves and shall have the right to change insurance carriers provided that the benefits are not decreased and the percentage costs to bargaining unit members do not increase.

16.4 Effective July 1, 2010, the City shall provide all bargaining unit members a Northeast Delta Dental plan equivalent to other City employees having such a benefit. The City shall pay eight-five (85.0%) percent of each monthly premium for the entire year for the coverage selected by each employee. The City agrees to provide coverage under Delta Dental Insurance Plan Coverage A, B, and C as set forth in Appendix E attached hereto and made part of this Agreement. The City shall pay an amount not to exceed eighty-five percent (85.0%). Effective July 1, 2007, the total yearly maximum will be \$1,500.00.

16.5 Effective on July 1, 2010, the City will pay one thousand five hundred dollars (\$1,500.00) to any bargaining unit member who terminates his/her existing health insurance coverage under the City's or School Districts' plans and who also provides satisfactory evidence that he/she has valid alternative health insurance coverage elsewhere. This amount shall be paid annually as long as a bargaining unit member who previously terminated health insurance coverage declines to reenroll.

16.6 Bargaining unit members shall be entitled to full participation in the City's Employee Assistance Program (EAP). The parties agree that if the EAP is terminated by the City, this benefit will lapse.

ARTICLE SEVENTEEN

Vacation

17.1 All bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:

- a. Accrual rate for two (2) calendar weeks begins on date of hire.
- b. Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- c. Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- d. Accrual rate of (5) calendar weeks begins at the beginning of twenty (20) years of continuous service.

17.2 Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not have earned any vacation credits and shall not be eligible for payment for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service as determined

by the Human Resources Department, shall be allowed credit for the time served in temporary status towards accrual of vacation benefits.

17.3 Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination, permanent employees shall be paid for all unused vacation time based upon their then current rate of pay.

17.4 No employees shall be permitted to accrue in excess of two (2) times his/her annual vacation ; i.e. employees who earn ten (10) days of vacation per year shall have not more the twenty (20) days earned vacation to their credit at any one time.

17.5 Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Welfare Commissioner, be charged against earned vacation leave allowance.

17.6 In the event that a paid legal holiday as prescribed in Article 18 falls during the week an employee is on vacation, such holiday shall not be charged against the vacation time.

The right to take vacation shall not be unreasonably withheld, however, the Welfare Commissioner shall determine the number of employees allowed to take vacation in any one (1) week. Employees may request to use of vacation time in increments of one (1) hour or more.

ARTICLE EIGHTEEN

Holidays

18.1 Permanent full-time employees shall receive their regular compensation for the following named holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Biennial Election Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

18.2 If a holiday falls on a Sunday and is celebrated on the following Monday or if a holiday falls on a Saturday and is celebrated on the previous Friday, all eligible employees will be paid for that day.

18.3 Any employee shall forfeit his/her right to payment of any holiday if he/she has any unexcused absence on the last day preceding such holiday (or the alternative day under section 2, above) or the next regular work day following such holiday (or such alternative day).

18.4 Eligible employees who are required to work on a holiday (or the alternative day under section 2, above) when the holiday falls on a scheduled day off shall be allowed to take another day off during the same work week, all subject to the operational needs of the Welfare Department.

ARTICLE NINETEEN

Bereavement Leave

19.1 Bereavement leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to bargaining unit members in the event of the death of their spouse, father, mother, grandmother, grandfather, sister, brother, child, father-in-law, mother-in-law, daughter-in law, son-in-law or a blood relative or ward residing in the same household.

19.2 Under extenuating circumstances, two (2) additional days with pay may be granted under section 1, with the written approval of the Welfare Commissioner; such days to be charged to the bargaining unit member's accrued sick leave.

19.3 At the request of the bargaining unit member, a special leave of one (1) working day with pay, for the purpose of attending the funeral shall be granted the bargaining unit member in the event of the death of his/her grandchild, sister-in-law, brother-in-law, aunt, uncle, great grandparents or an ex-spouse provided there are minor children at the time of the death.

19.3 Under no circumstances shall bereavement leave be paid on an overtime basis.

ARTICLE TWENTY

Jury Duty/Special Leave

20.1 Any bargaining unit member who is called for jury duty shall notify the Welfare Commissioner or his/her designee within five (5) workdays after being summoned to appear for jury duty. Notification to the Welfare Commissioner must be made in advance of the jury duty assignment with supporting documentation. Upon proper notification, the employee called will be paid the difference between the fee received for jury duty and the amount of straight time earnings lost by reason of the jury duty. Satisfactory evidence of actual jury duty must be submitted to the Welfare Commissioner.

Bargaining unit members whole excused from jury duty for a day or days shall be responsible to report to their assignment. Employees, serving as jurors in the courts of Rockingham, Merrimack or Hillsborough Counties shall, if there are more than two (2) hours remaining in the nominal work day, be responsible to report to their work site as soon as possible after being released. Failure to report will disqualify the employee from the City's Jury Duty Leave payment. In this case, the employee will retain the daily stipend paid by the Court in which the employee serves as a juror.

ARTICLE TWENTY (B)

Leaves of Absence

A. In addition to other leaves authorized by this Agreement, the Welfare Commissioner, may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed ninety (90) days in a rotating year.

B. The Board of Mayor and Aldermen may authorize special leaves of absence with or without pay for any period or periods not exceed one calendar year for the following purposes: Attendance at college, university or business school for the purpose of training in subjects relating to the work of the employee and which will benefit the employee and the Welfare Department, urgent personal business requiring the employee's attention for an extended period, such as settling estates, liquidation of business, attending court as a witness, and for purposes other than the above that are deemed beneficial to the city service.

C. MILITARY LEAVE

Military leave shall be governed by applicable State and Federal law.

D. MATERNITY LEAVE

Maternity leave shall be governed by applicable law.

ARTICLE TWENTY-ONE

Education Incentive Reimbursement

21.1 Effective July 1, 2010, the following education incentive reimbursement provisions will apply to bargaining unit members.

21.2 The City agrees to provide reimbursement to bargaining unit members who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards: Payment of seventy-five percent (75%) of the cost of such courses but not to exceed \$2,000.00 per employee per fiscal year. Such payments will be made from the non-affiliated employee fund and they will cease when the fund is exhausted.

21.3 All courses must be approved in advance by the Welfare Commissioner, as meeting the requirement that the course is related to the bargaining unit members job or is part of a career development program. Approval must be obtained through the Human Resources Department for payment of the course, under its procedures.

21.4 Once a course has been approved, an advance will be made to the bargaining unit member of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the reimbursement will be paid to the bargaining unit member upon presentation of a certification of the satisfactory completion of the course.

21.5 Approval for courses will be considered on the basis of relevancy of the course, the number of bargaining unit members applying and the funds available.

21.6 If a course is paid for in whole or in part through a State or Federal program then the City will not reimburse for such amount, it being the intent of these provisions to preclude double payment for any course.

ARTICLE TWENTY-TWO

Layoffs

22.1 In the event of a layoff, the Manchester Welfare Commissioner reserves the sole right to determine which classification(s) shall be affected. Employees shall be laid off in the inverse order of their classification seniority, i.e., the employee with the least time in the affected classification shall be laid off first.

No employee shall have the right to replace another employee in any classification by virtue of Department Seniority alone, except that, in the event of a permanent lack of work in any classification, employees affected in that classification shall be assigned to the next lower classification for which they are qualified provided they have more Department Seniority than an incumbent in the lower classification.

Displaced employees in the lower classification shall have the same rights of reassignment.

22.2 In the event of a layoff, the Welfare Commissioner shall give written notice to the employee(s) affected at least fourteen (14) calendar days prior to the effective date of the layoff.

In layoffs associated with the contracting or subcontracting of work, the City and/or Department will provide as much advance notice of the impending layoff as is reasonably possible.

ARTICLE TWENTY-THREE

Dues Deduction

23.1 Effective on the date of ratification, the City agrees to authorize the deduction of Union dues from each bargaining unit member who has signed an authorization card and to remit same to Teamsters Local No. 633 of New Hampshire on a monthly basis.

23.2 If any bargaining unit member has no check coming to him/her, or if his/her check is not large enough to satisfy the dues then no deduction will be made. In no event will the City be required to deduct fines or assessments beyond the regular monthly dues.

23.3 The City and the Welfare Department and all of their employees and agents

shall be held harmless in any dispute whatsoever arising between the Union and the bargaining unit member(s) regarding the payment of Union dues.

23.4 The City will notify Teamsters Local 633 of New Hampshire in writing within ten (10) working days of the cancellation of Union dues deductions by a bargaining unit member who had previously signed an authorization card.

23.5 The City agrees to a D.R.I.V.E. check-off for bargaining unit members. Upon written authorization by the employee, the City shall deduct the amount specified by the employee on a weekly basis and shall remit same to the Granite State Teamsters' D.R.I.V.E. account. The employee shall provide written authorization in the form required law.

ARTICLE TWENTY-FOUR Life Insurance

24.1 Effective on the date of ratification, the City will provide for a Life Insurance fund to provide for the payment of a death benefit of an amount equal to the bargaining unit member's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the bargaining unit who dies from any cause while employed by the City or within thirty (30) calendar days after resignation for health reasons.

24.2 The City reserves the right to contract with a qualified insurance carrier of its choosing to provide the benefits specified above.

ARTICLE TWENTY-FIVE Miscellaneous

- 1) SAFETY COMMITTEE: There shall be established a Safety Committee to work with the Commissioner on safety issues that pertain to the Welfare office and its staff

ARTICLE TWENTY-SIX Duration

Upon ratification by the respective parties, this Agreement shall be in effect, with effective dates for specific provisions as stated in the various Articles, through June 30, 2016, at which time it shall automatically expire.

Pursuant to RSA 273-A:3, II (a), if either party desires to bargain a successor agreement, it must give written notice to the other party no later than December 1, 2015 or the anniversary date thereof, such date being one hundred twenty (120) days prior to the budget submission date.

ARTICLE TWENTY-SEVEN
HEALTH BENEFITS AND SALARY INCREASES

1. Should, subsequent to January 1, 2015, any other bargaining unit within the City of Manchester, new Hampshire negotiate health care benefits set forth in Article XX paragraph 1 and Article XX paragraph 5 of this agreement which are more favorable than the health care benefits contained in Article XX paragraph 1 and Article XX paragraph 5 the Teamsters Union Local No. 633 of N.H. shall be entitled to receive the more favorable benefits.

2. Should, subsequent to January 1, 2015, any other bargaining unit within the City of Manchester, New Hampshire negotiate wage rate increases for the years set forth in Article XI paragraphs 3.1 and 3.2 of this agreement which are more favorable than the Salary Schedule increases contained in Article XI paragraphs 3.1 and 3.2 of this agreement, Teamsters Union Local No. 633 of N.H. shall be entitled to receive the more favorable Salary Schedule increases for those years.

APPENDIX A

Grievance Foini

GRIEVANT _____ CLASSIFICATION _____

WORK LOCATION _____ SUPERVISOR _____ TITLE _____

STATEMENT OF GRIEVANCE:

STATE ALLEGED VIOLATION; DATE, TIME, PLACE, PERSONNEL INVOLVED,
CONTRACT ARTICLES/SECTIONS VIOLATED _____

STATE REMEDY REQUESTED _____

GRIEVANT'S SIGNATURE _____

DATE _____

I AUTHORIZE TEAMSTERS LOCAL No. 633 OF N.H. TO ACT AS MY REPRESENTATIVE IN
THE DISPOSITION OF THIS GRIEVANCE.

DATE _____ GRIEVANT'S SIGNATURE _____

DATE PRESENTED TO MANAGEMENT REPRESENTATIVE _____

MANAGEMENT REPRESENTATIVE'S SIGNATURE _____

DISPOSITION OF GRIEVANCE: _____

CC: _____

APPENDIX B

Employee Development Appeals Process

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employees receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step or the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of position. If the department head rules against the employee, the employee shall have the right to appeal the decision to the city-wide appeals committee.

Employees will have thirty (30) days from the date of denial by their department head to file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

An appeals committee shall be comprised of the following representatives:

- Two union representatives appointed by the unions (with two alternates).

- One department head (with one alternate).

- One non-affiliated (with one alternate).

- An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.

- The Human Resources Director as non-voting chairman to provide staff resources.

- Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

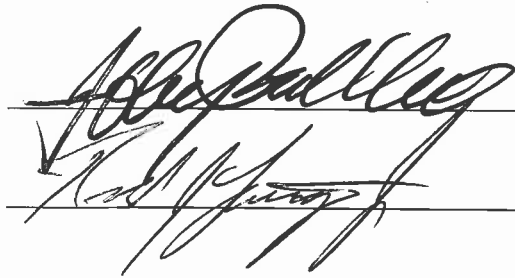
The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

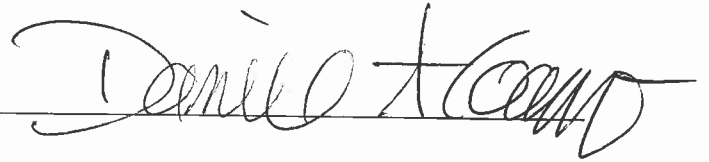
For Teamsters

Local 633

Handwritten signature of a Teamster representative, written in cursive on a set of three horizontal lines.

For City of

Manchester NH

Handwritten signature of a City of Manchester representative, written in cursive on a set of three horizontal lines.

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 1 Ex	14,464.47	14,898.43	15,345.35	15,805.73	16,279.91	16,768.30	17,271.36	17,789.49	18,323.17	18,872.86	19,439.07	20,022.25	20,622.91	21,241.58	21,878.83
H	7.03	7.23	7.45	7.69	7.91	8.13	8.39	8.64	8.90	9.17	9.44	9.73	10.03	10.32	10.63
O	10,545	10,845	11,175	11,535	11,865	12,195	12,585	12,960	13,350	13,755	14,160	14,595	15,045	15,480	15,945
GRADE 1A Ex	14,970.74	15,419.87	15,882.43	16,358.94	16,849.69	17,355.17	17,875.86	18,412.13	18,964.50	19,533.42	20,119.43	20,723.02	21,344.69	21,985.03	22,644.58
H	7.20	7.41	7.64	7.87	8.11	8.34	8.60	8.87	9.11	9.38	9.67	9.98	10.26	10.58	10.89
O	10,800	11,115	11,460	11,805	12,165	12,510	12,900	13,305	13,665	14,070	14,505	14,970	15,390	15,870	16,335
GRADE 2 Ex	15,476.99	15,941.29	16,419.56	16,912.14	17,419.51	17,942.10	18,480.32	19,034.73	19,605.80	20,193.96	20,799.79	21,423.78	22,066.50	22,728.49	23,410.35
H	7.42	7.68	7.89	8.13	8.38	8.63	8.91	9.17	9.44	9.73	10.03	10.32	10.63	10.94	11.27
O	11,130	11,520	11,835	12,195	12,570	12,945	13,365	13,755	14,160	14,595	15,045	15,480	15,945	16,410	16,905
GRADE 2A Ex	16,018.69	16,499.26	16,994.23	17,504.05	18,029.18	18,570.03	19,127.14	19,700.97	20,292.01	20,900.74	21,527.78	22,173.62	22,838.84	23,523.98	24,229.71
H	7.73	7.94	8.18	8.42	8.68	8.94	9.20	9.47	9.76	10.06	10.35	10.68	10.99	11.31	11.64
O	11,595	11,910	12,270	12,630	13,020	13,410	13,800	14,205	14,640	15,090	15,525	16,020	16,485	16,965	17,460
GRADE 3 Ex	16,560.38	17,057.18	17,568.92	18,096.00	18,638.85	19,198.02	19,773.97	20,367.20	20,978.23	21,607.55	22,255.79	22,923.44	23,611.15	24,319.48	25,049.09
H	7.97	8.20	8.45	8.72	8.97	9.24	9.50	9.80	10.10	10.38	10.72	11.04	11.36	11.68	12.04
O	11,955	12,300	12,675	13,080	13,455	13,860	14,250	14,700	15,150	15,570	16,080	16,560	17,040	17,520	18,060
GRADE 3A Ex	17,139.99	17,654.19	18,183.84	18,729.35	19,291.24	19,869.94	20,466.05	21,080.03	21,712.45	22,363.82	23,034.74	23,725.78	24,437.54	25,170.65	25,925.78
H	8.23	8.48	8.75	9.01	9.28	9.55	9.86	10.15	10.43	10.77	11.09	11.42	11.78	12.12	12.47
O	12,345	12,720	13,125	13,515	13,920	14,325	14,790	15,225	15,645	16,155	16,635	17,130	17,670	18,180	18,705
GRADE 4 Ex	17,719.60	18,251.21	18,798.73	19,362.69	19,943.57	20,541.87	21,158.16	21,792.87	22,446.67	23,120.08	23,813.68	24,528.08	25,263.94	26,021.85	26,802.49
H	8.53	8.81	9.05	9.33	9.60	9.90	10.19	10.47	10.81	11.15	11.46	11.83	12.17	12.52	12.91
O	12,795	13,215	13,575	13,995	14,400	14,850	15,285	15,705	16,215	16,725	17,190	17,745	18,255	18,780	19,365
GRADE 4A Ex	18,339.81	18,889.98	19,456.70	20,040.41	20,641.62	21,260.86	21,898.68	22,555.62	23,232.32	23,929.27	24,647.13	25,386.56	26,148.17	26,932.64	27,740.61
H	8.82	9.09	9.36	9.63	9.95	10.22	10.54	10.85	11.19	11.52	11.87	12.23	12.57	12.97	13.34
O	13,230	13,635	14,040	14,445	14,925	15,330	15,810	16,275	16,785	17,280	17,805	18,345	18,855	19,455	20,010
GRADE 5 Ex	18,959.98	19,528.76	20,114.66	20,718.09	21,339.62	21,979.83	22,639.21	23,318.41	24,017.95	24,738.47	25,480.63	26,245.05	27,032.42	27,843.39	28,678.68
H	9.13	9.39	9.67	9.98	10.26	10.58	10.89	11.22	11.55	11.90	12.26	12.61	13.01	13.38	13.80
O	13,695	14,085	14,505	14,970	15,390	15,870	16,335	16,830	17,325	17,850	18,390	18,915	19,515	20,070	20,700
GRADE 5A Ex	19,623.58	20,212.28	20,818.65	21,443.23	22,086.51	22,749.11	23,431.60	24,134.54	24,858.57	25,604.33	26,372.47	27,163.62	27,978.54	28,817.91	29,682.44
H	9.43	9.74	10.04	10.33	10.65	10.97	11.29	11.62	11.98	12.35	12.71	13.09	13.48	13.89	14.30
O	14,145	14,610	15,060	15,495	15,975	16,455	16,935	17,430	17,970	18,525	19,065	19,635	20,220	20,835	21,450
GRADE 6 Ex	20,287.17	20,895.79	21,522.67	22,168.35	22,833.39	23,518.41	24,223.98	24,950.70	25,699.20	26,470.19	27,264.28	28,082.22	28,924.66	29,792.40	30,686.19
H	9.77	10.08	10.36	10.69	11.00	11.32	11.65	12.01	12.38	12.74	13.12	13.53	13.92	14.33	14.80
O	14,655	15,120	15,540	16,035	16,500	16,980	17,475	18,015	18,570	19,110	19,680	20,295	20,880	21,495	22,200
GRADE 6A Ex	20,997.24	21,627.16	22,275.96	22,944.24	23,632.59	24,341.55	25,071.81	25,823.95	26,598.65	27,396.63	28,218.55	29,065.08	29,937.04	30,835.17	31,760.21
H	10.10	10.39	10.73	11.05	11.38	11.72	12.07	12.43	12.81	13.18	13.59	13.98	14.40	14.86	15.29
O	15,150	15,585	16,095	16,575	17,070	17,580	18,105	18,645	19,215	19,770	20,385	20,970	21,600	22,290	22,935
GRADE 7 Ex	21,707.29	22,358.51	23,029.27	23,720.15	24,431.74	25,164.34	25,919.64	26,697.21	27,498.14	28,323.09	29,172.78	30,047.96	30,949.39	31,877.89	32,834.22
H	10.42	10.76	11.09	11.42	11.77	12.12	12.47	12.85	13.22	13.65	14.05	14.47	14.91	15.34	15.80
O	15,630	16,140	16,635	17,130	17,655	18,180	18,705	19,275	19,830	20,475	21,075	21,705	22,365	23,010	23,700
GRADE 7A Ex	22,467.05	23,141.07	23,835.29	24,550.34	25,286.85	26,045.44	26,826.84	27,631.62	28,460.58	29,314.39	30,193.83	31,099.67	32,032.63	32,993.62	33,983.41
H	10.80	11.15	11.46	11.83	12.18	12.53	12.93	13.30	13.70	14.12	14.53	14.97	15.40	15.87	16.35
O	16,200	16,725	17,190	17,745	18,270	18,795	19,395	19,950	20,550	21,180	21,795	22,455	23,100	23,805	24,525
GRADE 8 Ex	23,226.81	23,923.60	24,641.32	25,380.55	26,141.98	26,926.24	27,734.01	28,566.04	29,423.02	30,305.72	31,214.86	32,151.35	33,115.85	34,109.34	35,132.62
H	11.18	11.51	11.86	12.22	12.56	12.96	13.34	13.74	14.16	14.58	15.03	15.45	15.95	16.41	16.91

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
O	16,770	17,265	17,790	18,330	18,840	19,440	20,010	20,610	21,240	21,870	22,545	23,175	23,925	24,615	25,365
GRADE 8A Ex (6FA) H	24,039.72	24,760.94	25,503.75	26,268.87	27,056.34	27,868.66	28,704.69	29,565.85	30,452.82	31,366.40	32,307.41	33,276.62	34,274.95	35,303.18	36,362.26
O	17,310	17,835	18,390	18,915	19,530	20,085	20,715	21,330	21,975	22,635	23,295	24,030	24,720	25,515	26,250
GRADE 9 Ex (6G0) H	24,852.69	25,598.28	26,366.22	27,157.19	27,971.92	28,811.05	29,675.39	30,565.65	31,482.63	32,427.11	33,399.91	34,401.92	35,433.97	36,496.99	37,591.91
O	17,925	18,510	19,050	19,620	20,205	20,820	21,435	22,095	22,770	23,460	24,165	24,870	25,635	26,370	27,195
GRADE 9A Ex (6GA) H	25,722.54	26,494.19	27,289.03	28,107.68	28,950.92	29,819.44	30,714.06	31,635.46	32,584.51	33,562.06	34,568.91	35,605.99	36,674.18	37,774.35	38,907.63
O	18,570	19,110	19,680	20,295	20,880	21,495	22,200	22,845	23,550	24,225	24,945	25,725	26,445	27,270	28,095
GRADE 10 Ex (6H0) H	26,592.35	27,390.15	28,211.83	29,058.22	29,929.93	30,827.86	31,752.67	32,705.27	33,686.43	34,696.99	35,737.92	36,810.07	37,914.34	39,051.77	40,223.36
O	19,185	19,725	20,340	20,940	21,555	22,260	22,920	23,625	24,300	25,020	25,785	26,520	27,360	28,170	29,025
GRADE 10A Ex (6HA) H	27,523.10	28,348.79	29,199.25	30,075.24	30,977.49	31,906.81	32,864.01	33,849.96	34,865.44	35,911.40	36,988.76	38,098.40	39,241.35	40,418.57	41,631.14
O	19,830	20,490	21,090	21,720	22,380	23,025	23,730	24,405	25,140	25,890	26,700	27,495	28,320	29,145	30,045
GRADE 11 Ex (6I0) H	28,453.82	29,307.43	30,186.67	31,092.26	32,025.04	32,985.79	33,975.38	34,994.61	36,044.44	37,125.77	38,239.57	39,386.78	40,568.35	41,785.42	43,038.97
O	20,550	21,150	21,780	22,440	23,085	23,805	24,525	25,260	25,980	26,805	27,585	28,425	29,280	30,150	31,020
GRADE 11A Ex (6IA) H	29,449.69	30,333.22	31,243.19	32,180.49	33,145.92	34,140.28	35,164.50	36,219.43	37,305.99	38,425.21	39,577.94	40,765.29	41,988.24	43,247.89	44,545.32
O	21,255	21,885	22,560	23,205	23,955	24,645	25,425	26,175	26,970	27,750	28,590	29,445	30,330	31,245	32,175
GRADE 12 Ex (6J0) H	30,445.60	31,358.93	32,299.71	33,268.70	34,266.80	35,294.78	36,353.63	37,444.21	38,567.57	39,724.61	40,916.32	42,143.82	43,408.14	44,710.37	46,051.69
O	21,945	22,620	23,280	24,015	24,705	25,485	26,235	27,045	27,825	28,665	29,505	30,390	31,335	32,280	33,255
GRADE 12A Ex (6JA) H	31,511.18	32,456.56	33,430.25	34,433.12	35,466.09	36,530.10	37,625.99	38,754.77	39,917.41	41,114.96	42,348.43	43,618.85	44,927.44	46,275.23	47,663.49
O	22,725	23,400	24,120	24,840	25,605	26,340	27,150	27,975	28,815	29,670	30,585	31,485	32,415	33,390	34,380
GRADE 13 Ex (6K0) H	32,576.77	33,554.11	34,560.73	35,597.52	36,665.45	37,765.43	38,898.38	40,065.33	41,267.28	42,505.32	43,780.51	45,093.87	46,446.74	47,840.10	49,275.31
O	23,535	24,210	24,915	25,710	26,430	27,255	28,080	28,935	29,760	30,690	31,590	32,550	33,510	34,545	35,610
GRADE 13A Ex (6KA) H	33,716.98	34,728.48	35,770.36	36,843.45	37,948.75	39,087.22	40,259.82	41,467.63	42,711.65	43,993.00	45,312.78	46,672.21	48,072.33	49,514.52	50,999.95
O	24,300	25,035	25,815	26,565	27,390	28,200	29,055	29,925	30,810	31,755	32,700	33,660	34,695	35,760	36,825
GRADE 14 Ex (6L0) H	34,857.18	35,902.89	36,979.97	38,089.36	39,232.04	40,409.00	41,621.28	42,869.93	44,156.02	45,480.70	46,845.08	48,250.47	49,697.99	51,188.92	52,724.59
O	25,110	25,890	26,700	27,480	28,275	29,130	30,045	30,900	31,860	32,805	33,810	34,830	35,880	36,930	38,055
GRADE 14A Ex (6LA) H	36,077.17	37,159.48	38,274.26	39,422.48	40,605.17	41,823.29	43,078.03	44,370.38	45,701.48	47,072.52	48,484.69	49,939.23	51,437.38	52,980.55	54,569.96
O	25,980	26,820	27,600	28,440	29,295	30,180	31,080	31,995	32,970	33,960	34,980	36,030	37,080	38,205	39,390
GRADE 15 Ex (6M0) H	37,297.16	38,416.09	39,568.57	40,755.63	41,978.29	43,237.65	44,534.77	45,870.83	47,246.94	48,664.35	50,124.27	51,628.00	53,176.82	54,772.15	56,415.29
O	26,910	27,690	28,530	29,415	30,300	31,215	32,145	33,090	34,095	35,115	36,165	37,230	38,355	39,525	40,725
GRADE 15A Ex	38,602.56	39,760.64	40,953.45	42,182.07	43,447.52	44,750.95	46,093.49	47,476.30	48,900.58	50,367.59	51,878.62	53,434.98	55,038.02	56,689.17	58,389.83

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
(6MA) H	18.57	19.12	19.70	20.30	20.93	21.55	22.19	22.85	23.51	24.23	24.97	25.70	26.48	27.28	28.10
O	27.855	28.680	29.550	30.450	31.395	32.325	33.285	34.275	35.265	36.345	37.455	38.550	39.720	40.920	42.150
GRADE 16 (6N0) H	39,907.98	41,105.20	42,338.36	43,608.49	44,916.77	46,264.26	47,652.19	49,081.77	50,554.21	52,070.85	53,632.97	55,241.95	56,899.21	58,606.17	60,364.38
O	19.20	19.77	20.39	20.99	21.61	22.26	22.92	23.59	24.33	25.07	25.81	26.58	27.38	28.18	29.02
	28.800	29.655	30.585	31.485	32.415	33.390	34.380	35.385	36.495	37.605	38.715	39.870	41.070	42.270	43.530
GRADE 16A (6NA) H	41,304.75	42,543.89	43,820.20	45,134.84	46,488.85	47,883.51	49,320.04	50,799.62	52,323.63	53,893.32	55,510.13	57,175.41	58,890.68	60,657.39	62,477.12
O	19.84	20.46	21.06	21.70	22.36	23.05	23.76	24.45	25.19	25.92	26.72	27.53	28.36	29.21	30.08
	29.760	30.690	31.590	32.550	33.540	34.575	35.640	36.675	37.785	38.880	40.080	41.295	42.540	43.815	45.120
GRADE 17 (6O0) H	42,701.53	43,982.58	45,302.05	46,661.11	48,060.94	49,502.78	50,987.84	52,517.51	54,093.00	55,715.79	57,387.26	59,108.89	60,882.15	62,708.62	64,589.87
O	20.53	21.16	21.79	22.43	23.12	23.83	24.53	25.26	26.03	26.81	27.59	28.42	29.27	30.16	31.06
	30.795	31.740	32.685	33.645	34.680	35.745	36.795	37.890	39.045	40.215	41.385	42.630	43.905	45.240	46.590
GRADE 17A (6OA) H	44,196.10	45,521.95	46,887.62	48,294.25	49,743.06	51,235.36	52,772.43	54,355.59	55,986.27	57,665.87	59,395.82	61,177.69	63,013.02	64,903.43	66,850.52
O	21.25	21.88	22.55	23.23	23.93	24.63	25.37	26.15	26.91	27.71	28.58	29.42	30.30	31.24	32.17
	31.875	32.820	33.825	34.845	35.895	36.945	38.055	39.225	40.365	41.565	42.870	44.130	45.450	46.860	48.255
GRADE 18 (6P0) H	45,690.62	47,061.34	48,473.18	49,927.39	51,425.21	52,967.97	54,557.01	56,193.71	57,879.52	59,615.90	61,404.37	63,246.51	65,143.89	67,098.22	69,111.15
O	21.97	22.63	23.30	24.00	24.71	25.46	26.25	27.02	27.85	28.70	29.56	30.45	31.35	32.30	33.28
	32.955	33.945	34.950	36.000	37.065	38.190	39.375	40.530	41.775	43.050	44.340	45.675	47.025	48.450	49.920
GRADE 18A (6PA) H	47,289.81	48,708.48	50,169.75	51,674.86	53,225.07	54,821.84	56,466.48	58,160.50	59,905.32	61,702.46	63,553.54	65,460.14	67,423.94	69,446.67	71,530.07
O	22.74	23.42	24.12	24.84	25.59	26.37	27.16	27.98	28.81	29.66	30.55	31.45	32.44	33.40	34.38
	34.110	35.130	36.180	37.260	38.385	39.555	40.740	41.970	43.215	44.490	45.825	47.175	48.660	50.100	51.570
GRADE 19 (6Q0) H	48,888.98	50,355.65	51,866.31	53,422.30	55,024.97	56,675.74	58,376.00	60,127.28	61,931.10	63,789.00	65,702.69	67,673.78	69,703.99	71,795.09	73,948.97
O	23.50	24.21	24.95	25.68	26.45	27.27	28.09	28.91	29.80	30.67	31.62	32.55	33.53	34.55	35.56
	35.250	36.315	37.425	38.520	39.675	40.905	42.135	43.365	44.700	46.005	47.430	48.825	50.295	51.825	53.340
GRADE 19A (6QA) H	50,600.08	52,118.09	53,681.62	55,292.08	56,950.85	58,659.39	60,419.13	62,231.75	64,098.68	66,021.63	68,002.28	70,042.36	72,143.62	74,307.92	76,537.16
O	24.35	25.10	25.83	26.60	27.41	28.21	29.05	29.94	30.85	31.77	32.70	33.69	34.71	35.76	36.82
	36.525	37.650	38.745	39.900	41.115	42.315	43.575	44.910	46.275	47.655	49.050	50.535	52.065	53.640	55.230
GRADE 20 (6R0) H	52,311.19	53,880.50	55,496.92	57,161.87	58,876.72	60,643.02	62,462.32	64,336.19	66,266.26	68,254.24	70,301.88	72,410.92	74,583.27	76,820.77	79,125.38
O	25.16	25.89	26.68	27.51	28.34	29.19	30.05	30.97	31.88	32.85	33.82	34.82	35.89	36.97	38.08
	37.740	38.835	40.020	41.265	42.510	43.785	45.075	46.455	47.820	49.275	50.730	52.230	53.835	55.455	57.120
GRADE 20A (6RA) H	54,142.09	55,766.35	57,439.36	59,162.54	60,937.41	62,765.53	64,648.47	66,587.93	68,585.58	70,643.13	72,762.45	74,945.32	77,193.65	79,509.48	81,894.76
O	26.06	26.84	27.62	28.45	29.30	30.19	31.10	32.04	33.01	33.98	35.00	36.05	37.13	38.24	39.41
	39.090	40.260	41.430	42.675	43.950	45.285	46.650	48.060	49.515	50.970	52.500	54.075	55.695	57.360	59.115
GRADE 21 (6S0) H	55,972.97	57,652.15	59,381.74	61,163.20	62,998.07	64,888.04	66,834.66	68,839.69	70,904.89	73,032.04	75,223.02	77,479.69	79,804.11	82,198.21	84,664.15
O	26.90	27.71	28.57	29.41	30.29	31.23	32.16	33.11	34.12	35.12	36.16	37.26	38.39	39.54	40.71
	40.350	41.565	42.855	44.115	45.435	46.845	48.240	49.665	51.180	52.680	54.240	55.890	57.585	59.310	61.065
GRADE 21A (6SA) H	57,932.03	59,670.00	61,460.11	63,303.90	65,203.01	67,159.11	69,173.86	71,249.11	73,386.57	75,588.18	77,855.81	80,191.50	82,597.21	85,075.15	87,627.39
O	27.87	28.72	29.58	30.47	31.37	32.33	33.30	34.29	35.33	36.39	37.47	38.59	39.75	40.95	42.17
	41.805	43.080	44.370	45.705	47.055	48.495	49.950	51.435	52.995	54.585	56.205	57.885	59.625	61.425	63.255
GRADE 22 (6T0) H	59,891.09	61,687.80	63,538.43	65,444.62	67,407.95	69,430.21	71,513.09	73,658.48	75,868.23	78,144.29	80,488.61	82,903.28	85,390.36	87,952.06	90,590.66
O	28.80	29.65	30.54	31.44	32.43	33.39	34.37	35.43	36.48	37.60	38.71	39.87	41.08	42.30	43.59
	43.200	44.475	45.810	47.160	48.645	50.085	51.555	53.145	54.720	56.400	58.065	59.805	61.620	63.450	65.385
GRADE 22A (6TA) H	61,987.28	63,846.90	65,762.32	67,735.16	69,767.23	71,860.25	74,016.07	76,236.51	78,523.63	80,879.34	83,305.73	85,804.90	88,379.04	91,030.43	93,761.33
O	29.82	30.69	31.64	32.57	33.55	34.59	35.58	36.67	37.75	38.90	40.05	41.25	42.51	43.77	45.09
	44.730	46.035	47.460	48.855	50.325	51.885	53.370	55.005	56.625	58.350	60.075	61.875	63.765	65.655	67.635

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GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 23 (6U0)	Ex 64,083.46 30.78 46.170	H 66,005.96 31.75 47.625	O 67,986.17 32.68 49.020	67,986.17 33.67 50.505	70,025.71 34.69 52.035	72,126.52 35.73 53.595	74,290.28 36.80 55.200	76,519.00 37.89 56.835	78,814.59 39.04 58.560	81,179.01 40.20 60.300	83,614.40 41.41 62.115	86,122.82 42.64 63.960	88,706.50 43.95 65.925	91,367.69 45.24 67.860	94,108.72 46.61 69.915
GRADE 23A (6UA)	Ex 66,326.38 31.88 47.820	68,316.19 32.85 49.275	70,365.66 33.82 50.730	72,476.63 34.83 52.245	74,650.93 35.91 53.865	76,990.48 36.98 55.470	79,490.63 38.09 57.135	81,875.32 39.37 58.845	84,020.29 40.41 60.615	86,861.56 41.77 62.655	89,467.42 43.01 64.515	91,811.22 44.15 66.225	94,565.55 45.48 68.220	97,402.53 46.84 70.260	100,324.62 48.24 72.360
GRADE 24 (6V0)	Ex 68,569.30 32.97 49.455	70,626.38 33.95 50.925	72,745.20 34.98 52.470	74,927.55 36.02 54.030	77,175.36 37.11 55.665	79,490.63 38.22 57.330	81,875.32 39.37 59.055	84,331.60 40.56 60.840	86,861.56 41.77 62.655	89,467.42 43.01 64.515	92,151.41 44.30 66.450	94,915.95 45.66 68.490	97,763.44 47.02 70.530	100,696.34 48.43 72.645	103,717.23 49.87 74.805
GRADE 24A (6VA)	Ex 70,969.25 34.13 51.195	73,098.33 35.14 52.710	75,291.27 36.18 54.270	77,550.00 37.28 55.920	79,876.51 38.41 57.615	82,272.79 39.56 59.340	84,740.98 40.73 61.095	87,283.19 41.96 62.940	89,901.70 43.23 64.845	92,598.74 44.53 66.795	95,376.69 45.86 68.790	98,238.02 47.23 70.845	101,185.15 48.64 72.960	104,220.71 50.11 75.165	107,347.35 51.61 77.415
GRADE 25 (6W0)	Ex 73,369.17 35.28 52.920	75,570.23 36.34 54.510	77,837.34 37.41 56.115	80,172.46 38.55 57.825	82,577.64 39.70 59.550	85,055.00 40.89 61.335	87,606.61 42.14 63.210	90,234.80 43.40 65.100	92,941.89 44.69 67.035	95,730.11 46.03 69.045	98,602.02 47.41 71.115	101,560.09 48.82 73.230	104,606.89 50.29 75.435	107,745.08 51.81 77.715	110,977.43 53.36 80.040
GRADE 25A (6WA)	Ex 75,937.09 36.51 54.765	78,215.21 37.62 56.430	80,561.62 38.74 58.110	82,978.51 39.90 59.850	85,467.87 41.10 61.650	88,031.87 42.34 63.510	90,672.85 43.61 65.415	93,393.03 44.91 67.365	96,194.84 46.27 69.405	99,080.68 47.65 71.475	102,053.11 49.09 73.635	105,114.69 50.56 75.840	108,268.13 52.06 78.090	111,516.16 53.63 80.445	114,861.64 55.25 82.875
GRADE 26 (6X0)	Ex 78,505.00 37.75 56.625	80,860.16 38.90 58.350	83,285.96 40.05 60.075	85,784.52 41.25 61.875	88,358.05 42.50 63.750	91,008.83 43.76 65.640	93,739.08 45.08 67.620	96,551.26 46.42 69.630	99,447.78 47.82 71.730	102,431.23 49.26 73.890	105,504.15 50.72 76.080	108,669.29 52.25 78.375	111,929.34 53.82 80.730	115,287.24 55.42 83.130	118,745.84 57.10 85.650
GRADE 26A (6XA)	Ex 81,252.69 39.07 58.605	83,690.27 40.25 60.375	86,200.98 41.46 62.190	88,787.01 42.70 64.050	91,450.60 43.99 65.985	94,245.12 45.28 67.920	97,019.94 46.66 69.990	100,300.81 48.21 72.315	103,309.85 49.67 74.505	106,409.12 51.16 76.740	109,601.39 52.71 79.065	112,889.46 54.28 81.420	116,276.12 55.91 83.865	119,764.44 57.59 86.385	123,357.34 59.33 88.995
GRADE 27 (6Y0)	Ex 84,000.35 40.40 60.600	86,520.36 41.59 62.385	89,115.98 42.84 64.260	91,789.45 44.14 66.210	94,543.13 45.47 68.205	97,379.43 46.83 70.245	100,300.81 48.21 72.315	103,309.85 49.67 74.505	106,409.12 51.16 76.740	109,601.39 52.71 79.065	112,889.46 54.28 81.420	116,276.12 55.91 83.865	119,764.44 57.59 86.385	123,357.34 59.33 88.995	127,058.07 61.12 91.680
GRADE 27A (6YA)	Ex 86,940.36 41.81 62.715	89,548.56 43.04 64.560	92,235.04 44.33 66.495	95,002.08 45.69 68.535	97,852.14 47.06 70.590	100,787.71 48.47 72.705	103,811.32 49.90 74.850	106,925.67 51.42 77.130	110,133.46 52.96 79.440	113,437.45 54.52 81.780	116,840.56 56.18 84.270	120,345.79 57.86 86.790	123,956.16 59.60 89.400	127,674.87 61.38 92.070	131,505.09 63.22 94.830
GRADE 28 (6Z0)	Ex 89,880.37 43.21 64.815	92,576.79 44.51 66.765	95,354.07 45.84 68.760	98,214.74 47.22 70.830	101,161.17 48.63 72.945	104,196.01 50.09 75.135	107,321.86 51.60 77.400	110,541.52 53.15 79.725	113,857.76 54.75 82.125	117,273.50 56.41 84.615	120,791.71 58.11 87.165	124,415.47 59.85 89.775	128,147.94 61.63 92.445	131,992.36 63.49 95.235	135,952.13 65.39 98.085
GRADE 28A (6ZA)	Ex 93,026.19 44.72 67.080	95,816.96 46.09 69.135	98,691.47 47.46 71.190	101,652.25 48.87 73.305	104,701.80 50.34 75.510	107,842.86 51.86 77.790	111,078.13 53.41 80.115	114,410.49 55.01 82.515	117,842.80 56.65 84.975	121,378.08 58.35 87.525	125,019.40 60.11 90.165	128,770.03 61.90 92.850	132,633.12 63.77 95.655	136,612.10 65.68 98.520	140,710.46 67.65 101.475
GRADE 29 (600)	Ex 96,171.99 46.26 69.390	99,057.16 47.64 71.460	102,028.89 49.07 73.605	105,089.75 50.55 75.825	108,242.44 52.05 78.075	111,489.70 53.62 80.430	114,834.41 55.24 82.860	118,279.42 56.89 85.335	121,827.81 58.61 87.915	125,482.65 60.36 90.540	129,247.14 62.18 93.270	133,124.53 64.01 96.015	137,118.29 65.95 98.925	141,231.84 67.92 101.880	145,468.77 69.96 104.940
GRADE 29A (60A)	Ex 99,538.01 47.85 71.775	102,524.15 49.30 73.950	105,599.89 50.77 76.155	108,767.90 52.30 78.450	112,030.92 53.88 80.820	115,391.85 55.49 83.235	118,853.62 57.17 85.755	122,419.21 58.88 88.320	126,091.78 60.64 90.960	129,874.56 62.45 93.675	133,770.77 64.34 96.510	137,783.91 66.26 99.390	141,917.43 68.25 102.375	146,174.96 70.29 105.435	150,560.17 72.42 108.630
GRADE 30 (610)	Ex 102,904.01 49.45 74.175	105,991.17 50.95 76.425	109,170.89 52.47 78.705	112,446.04 54.08 81.120	115,819.39 55.69 83.535	119,293.98 57.36 86.040	122,872.80 59.06 88.590	126,558.99 60.87 91.305	130,355.75 62.67 94.005	134,266.45 64.58 96.870	138,294.42 66.51 99.765	142,443.26 68.49 102.735	146,716.54 70.56 105.840	151,118.07 72.67 109.005	155,651.61 74.85 112.275

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GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 30A (61A)	Ex 106,505.66 51.21 76.815	H 109,700.86 52.76 79.140	O 112,991.87 54.35 81.525	116,381.64 55.97 83.955	119,873.10 57.67 86.505	123,469.28 59.39 89.085	127,173.35 61.17 91.755	130,988.56 63.01 94.515	134,918.22 64.88 97.320	138,965.76 66.84 100.260	143,134.73 68.84 103.260	147,428.77 70.90 106.350	151,851.63 73.04 109.560	156,407.18 75.21 112.815	161,099.39 77.48 116.220
GRADE 31 (620)	Ex 110,107.33 52.95 79.425	H 113,410.56 54.51 81.765	O 116,812.87 56.16 84.240	120,317.26 57.84 86.760	123,926.77 59.57 89.355	127,644.58 61.36 92.040	131,473.91 63.20 94.800	135,418.12 65.10 97.650	139,480.68 67.05 100.575	143,665.09 69.08 103.620	147,975.03 71.17 106.755	152,414.16 73.30 109.950	156,986.72 75.48 113.220	161,696.31 77.75 116.625	166,547.21 80.06 120.090
GRADE 31A (62A)	Ex 113,961.09 54.79 82.185	H 117,379.91 56.44 84.660	O 120,901.30 58.14 87.210	124,528.35 59.89 89.835	128,264.19 61.67 92.505	132,112.12 63.53 95.295	136,075.47 65.44 98.160	140,157.75 67.38 101.070	144,362.48 69.42 104.130	148,693.38 71.49 107.235	153,154.15 73.65 110.475	157,748.79 75.85 113.775	162,481.27 78.14 117.210	167,355.70 80.48 120.720	172,376.37 82.88 124.320
GRADE 32 (630)	Ex 117,814.85	H 121,349.28	O 124,989.75	128,739.46	132,601.63	136,579.69	140,677.06	144,897.38	149,244.31	153,721.65	158,333.27	163,083.28	167,975.78	173,015.07	178,205.50
GRADE 32A (63A)	Ex 121,938.34 58.63 87.945	H 125,596.51 60.40 90.600	O 129,364.42 62.23 93.345	133,245.34 64.07 96.105	137,242.71 65.99 98.985	141,359.98 67.98 101.970	145,600.79 70.03 105.045	149,968.80 72.10 108.150	154,467.85 74.28 111.420	159,101.89 76.50 114.750	163,874.94 78.80 118.200	168,791.19 81.16 121.740	173,854.94 83.60 125.400	179,070.60 86.12 129.180	184,442.69 88.71 133.065
GRADE 33 (640)	Ex 126,061.86	H 129,843.74	O 133,739.05	137,751.20	141,883.75	146,140.25	150,524.47	155,040.18	159,691.40	164,482.13	169,416.64	174,499.09	179,734.11	185,126.11	190,679.89
GRADE 33A (64A)	Ex 130,474.03 62.71 94.065	H 134,388.27 64.62 96.930	O 138,419.92 66.55 99.825	142,572.51 68.55 102.825	146,849.69 70.61 105.915	151,255.17 72.72 109.080	155,792.80 74.90 112.350	160,466.58 77.14 115.710	165,280.60 79.47 119.205	170,239.05 81.84 122.760	175,346.20 84.31 126.465	180,606.59 86.86 130.290	186,024.79 89.45 134.175	191,605.52 92.11 138.165	197,353.69 94.88 142.320
GRADE 34 (650)	Ex 134,886.18	H 138,932.81	O 143,100.78	147,393.80	151,815.60	156,370.10	161,061.18	165,893.02	170,869.80	175,995.90	181,275.79	186,714.03	192,315.49	198,084.95	204,027.50
GRADE 34A (65A)	Ex 139,607.21 67.13 100.695	H 143,795.45 69.12 103.680	O 148,109.30 71.23 106.845	152,552.60 73.35 110.025	157,129.15 75.54 113.310	161,843.03 77.81 116.715	166,698.32 80.15 120.225	171,699.26 82.55 123.825	176,850.25 85.02 127.530	182,155.75 87.57 131.355	187,620.44 90.19 135.285	193,249.03 92.93 139.395	199,046.56 95.70 143.550	205,017.93 98.57 147.855	211,168.47 101.54 152.310
GRADE 35 (660)	Ex 144,328.22	H 148,658.07	O 153,117.83	157,711.37	162,442.70	167,315.99	172,335.46	177,505.52	182,830.68	188,315.61	193,965.11	199,783.99	205,777.57	211,950.87	218,309.40
GRADE 35A (66A)	Ex 149,379.72 71.82 107.730	H 153,861.14 73.98 110.970	O 158,476.94 76.19 114.285	163,231.26 78.48 117.720	168,128.20 80.82 121.230	173,172.04 83.26 124.890	178,367.20 85.76 128.640	183,718.21 88.34 132.510	189,229.76 90.99 136.485	194,906.65 93.71 140.565	200,753.90 96.53 144.795	206,776.45 99.41 149.115	212,979.78 102.39 153.585	219,369.17 105.45 158.175	225,950.24 108.63 162.945
GRADE 36 (670)	Ex 154,431.21	H 159,064.16	O 163,836.09	168,751.14	173,813.70	179,028.12	184,398.96	189,930.91	195,628.85	201,497.70	207,542.66	213,768.91	220,182.02	226,787.46	233,591.06
GRADE 36A (67A)	Ex 159,836.29 76.86 115.290	H 164,631.42 79.16 118.740	O 169,570.34 81.54 122.310	174,657.44 83.99 125.985	179,897.19 86.51 129.765	185,294.08 89.09 133.635	190,852.90 91.78 137.670	196,578.48 94.51 141.765	202,475.83 97.33 145.995	208,550.11 100.25 150.375	214,806.64 103.25 154.875	221,250.82 106.36 159.540	227,888.37 109.55 164.325	234,725.01 112.87 169.305	241,766.76 116.23 174.345

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12	STEP AL13	STEP AL14
GRADE 1	Ex	22,540.11	23,211.25	23,907.60	24,624.81	25,363.55						
	H	10.93	11.27	11.60	11.96	12.31						
	O	16.395	16.905	17.400	17.940	18.465						
GRADE 1A	Ex	23,329.02	24,023.64	24,744.35	25,486.71	26,251.29						
	H	11.21	11.55	11.90	12.26	12.61						
	O	16.815	17.325	17.850	18.390	18.915						
GRADE 2	Ex	24,117.93	24,836.04	25,581.13	26,348.56	27,138.99						
	H	11.62	11.95	12.32	12.68	13.06						
	O	17.430	17.925	18.480	19.020	19.590						
GRADE 2A	Ex	24,962.06	25,705.29	26,476.44	27,270.78	28,088.88						
	H	12.00	12.38	12.74	13.12	13.53						
	O	18.000	18.570	19.110	19.680	20.295						
GRADE 3 (6A0)	Ex	25,806.19	26,574.55	27,371.79	28,192.91	29,038.74						
	H	12.41	12.79	13.15	13.56	13.96						
	O	18.615	19.185	19.725	20.340	20.940						
GRADE 3A (6AA)	Ex	26,709.38	27,504.67	28,329.82	29,179.71	30,055.10						
	H	12.85	13.22	13.65	14.05	14.47						
	O	19.275	19.830	20.475	21.075	21.705						
GRADE 4 (6B0)	Ex	27,612.60	28,434.78	29,287.82	30,166.46	31,071.45						
	H	13.29	13.69	14.09	14.51	14.95						
	O	19.935	20.535	21.135	21.765	22.425						
GRADE 4A (6BA)	Ex	28,579.07	29,429.98	30,312.90	31,222.29	32,158.95						
	H	13.74	14.16	14.58	15.03	15.45						
	O	20.610	21.240	21.870	22.545	23.175						
GRADE 5 (6C0)	Ex	29,545.47	30,425.21	31,337.95	32,278.11	33,246.43						
	H	14.21	14.62	15.07	15.51	16.00						
	O	21.315	21.930	22.605	23.265	24.000						
GRADE 5A (6CA)	Ex	30,579.57	31,490.10	32,434.81	33,407.83	34,410.06						
	H	14.75	15.19	15.66	16.12	16.59						
	O	22.125	22.785	23.490	24.180	24.885						
GRADE 6 (6D0)	Ex	31,613.68	32,554.99	33,531.64	34,537.57	35,573.72						
	H	15.23	15.70	16.15	16.63	17.15						
	O	22.845	23.550	24.225	24.945	25.725						
GRADE 6A (6DA)	Ex	32,720.16	33,694.40	34,705.22	35,746.39	36,818.78						
	H	15.76	16.21	16.70	17.21	17.71						
	O	23.640	24.315	25.050	25.815	26.565						
GRADE 7 (6E0)	Ex	33,826.63	34,833.83	35,878.84	36,955.19	38,063.87						
	H	16.26	16.75	17.25	17.78	18.30						
	O	24.390	25.125	25.875	26.670	27.450						
GRADE 7A (6EA)	Ex	35,010.56	36,053.04	37,134.59	38,248.63	39,396.12						
	H	16.84	17.32	17.87	18.39	18.95						
	O	25.260	25.980	26.805	27.585	28.425						
GRADE 8 (6F0)	Ex	36,194.50	37,272.20	38,390.36	39,542.07	40,728.34						
	H	17.42	17.94	18.45	19.01	19.59						

GRADE	2015 STEP AL3	2015 STEP AL4	2015 STEP AL5	2015 STEP AL6	2015 STEP AL7
O	26.130	26.910	27.675	28.515	29.385
GRADE 8A Ex (6FA) H	37,461.31	38,576.73	39,734.02	40,926.05	42,153.80
O	18.04	18.57	19.12	19.68	20.29
GRADE 9 Ex (6GO) H	27.060	27.855	28.680	29.520	30.435
O	38,728.12	39,881.26	41,077.69	42,310.02	43,579.32
GRADE 9 Ex (6GO) H	18.67	19.25	19.80	20.41	21.01
O	28.005	28.875	29.700	30.615	31.515
GRADE 9A Ex (6GA) H	40,083.63	41,277.10	42,515.41	43,790.84	45,104.60
O	19.30	19.85	20.47	21.07	21.72
GRADE 10 Ex (6HO) H	28.950	29.775	30.705	31.605	32.580
O	41,439.12	42,672.93	43,953.12	45,271.69	46,629.86
GRADE 10 Ex (6HA) H	19.92	20.52	21.14	21.77	22.42
O	29.880	30.780	31.710	32.655	33.630
GRADE 10A Ex (6HA) H	42,889.44	44,166.48	45,491.48	46,856.21	48,261.92
O	20.60	21.24	21.87	22.54	23.22
GRADE 11 Ex (6IO) H	30.900	31.860	32.805	33.810	34.830
O	44,339.81	45,660.04	47,029.83	48,440.74	49,893.95
GRADE 11 Ex (6IO) H	21.32	21.97	22.63	23.30	24.00
O	31.980	32.955	33.945	34.950	36.000
GRADE 11A Ex (6IA) H	45,891.68	47,258.13	48,675.88	50,136.17	51,640.26
O	22.11	22.75	23.43	24.14	24.86
GRADE 12 Ex (6JO) H	33.165	34.125	35.145	36.210	37.290
O	47,443.60	48,856.26	50,321.91	51,831.58	53,386.54
GRADE 12 Ex (6JO) H	22.82	23.49	24.20	24.94	25.67
O	34.230	35.235	36.300	37.410	38.505
GRADE 12A Ex (6JA) H	49,104.12	50,566.19	52,083.19	53,645.70	55,255.06
O	23.60	24.34	25.09	25.82	26.59
GRADE 13 Ex (6KO) H	35.400	36.510	37.635	38.730	39.885
O	50,753.56	52,276.18	53,844.43	55,459.79	57,123.59
GRADE 13 Ex (6KO) H	24.43	25.17	25.90	26.68	27.51
O	36.645	37.755	38.850	40.020	41.265
GRADE 13A Ex (6KA) H	52,541.43	54,105.84	55,729.01	57,400.89	59,122.93
O	25.28	26.05	26.83	27.61	28.44
GRADE 14 Ex (6LO) H	37.920	39.075	40.245	41.415	42.660
O	54,318.18	55,935.52	57,613.58	59,341.99	61,122.24
GRADE 14 Ex (6LO) H	26.15	26.91	27.71	28.55	29.40
O	39.225	40.365	41.565	42.825	44.100
GRADE 14A Ex (6LA) H	56,219.34	57,893.27	59,630.04	61,418.98	63,261.53
O	27.04	27.86	28.71	29.57	30.46
GRADE 15 Ex (6MO) H	40.560	41.790	43.065	44.355	45.690
O	58,120.44	59,850.99	61,646.53	63,495.93	65,400.80
GRADE 15 Ex (6MO) H	27.97	28.80	29.65	30.54	31.44
O	41.955	43.200	44.475	45.810	47.160
GRADE 15A Ex	60,154.67	61,945.77	63,804.16	65,718.27	67,689.84

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12
(6MA)	H	28.92	29.81	30.68	31.62	32.55				
	O	43.380	44.715	46.020	47.430	48.825				
GRADE 16	Ex	62,175.31	64,040.55	65,961.79	67,940.65	69,978.86				
(6N0)	H	29.91	30.79	31.73	32.66	33.65				
	O	44.865	46.185	47.595	48.990	50.475				
GRADE 16A	Ex	64,365.48	66,281.99	68,270.43	70,318.56	72,428.11				
(6NA)	H	30.99	31.90	32.88	33.86	34.86				
	O	46.485	47.850	49.320	50.790	52.290				
GRADE 17	Ex	66,542.09	68,523.40	70,579.10	72,696.48	74,877.38				
(6O0)	H	32.01	32.97	33.95	34.97	36.01				
	O	48.015	49.455	50.925	52.455	54.015				
GRADE 17A	Ex	68,871.07	70,921.72	73,049.38	75,240.84	77,498.07				
(6OA)	H	33.12	34.13	35.14	36.18	37.27				
	O	49.680	51.195	52.710	54.270	55.905				
GRADE 18	Ex	71,200.04	73,320.07	75,519.66	77,785.24	80,118.77				
(6P0)	H	34.27	35.31	36.37	37.45	38.57				
	O	51.405	52.965	54.555	56.175	57.855				
GRADE 18A	Ex	73,692.05	75,886.23	78,162.84	80,507.70	82,922.92				
(6PA)	H	35.44	36.49	37.60	38.71	39.87				
	O	53.160	54.735	56.400	58.065	59.805				
GRADE 19	Ex	76,184.09	78,452.48	80,806.00	83,230.20	85,727.10				
(6Q0)	H	36.64	37.74	38.89	40.04	41.24				
	O	54.960	56.610	58.335	60.060	61.860				
GRADE 19A	Ex	78,850.51	81,198.27	83,634.24	86,143.26	88,727.57				
(6QA)	H	37.92	39.06	40.23	41.45	42.69				
	O	56.880	58.590	60.345	62.175	64.035				
GRADE 20	Ex	81,499.15	83,944.12	86,462.46	89,056.32	91,728.02				
(6R0)	H	39.21	40.40	41.59	42.84	44.14				
	O	58.815	60.600	62.385	64.260	66.210				
GRADE 20A	Ex	84,370.03	86,882.15	89,488.63	92,173.29	94,938.49				
(6RA)	H	40.59	41.80	43.03	44.32	45.67				
	O	60.885	62.700	64.545	66.480	68.505				
GRADE 21	Ex	87,223.13	89,820.21	92,514.80	95,290.24	98,148.95				
(6S0)	H	41.94	43.21	44.51	45.84	47.21				
	O	62.910	64.815	66.765	68.760	70.815				
GRADE 21A	Ex	90,275.92	92,963.92	95,752.84	98,625.42	101,584.17				
(6SA)	H	43.43	44.72	46.07	47.45	48.86				
	O	65.145	67.080	69.105	71.175	73.290				
GRADE 22	Ex	93,328.77	96,107.61	98,990.84	101,960.56	105,019.38				
(6T0)	H	44.89	46.25	47.61	49.04	50.52				
	O	67.335	69.375	71.415	73.560	75.780				
GRADE 22A	Ex	96,595.27	99,471.38	102,455.52	105,529.20	108,695.04				
(6TA)	H	46.43	47.83	49.27	50.74	52.26				
	O	69.645	71.745	73.905	76.110	78.390				

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7		STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 23 (6U0)	Ex H O	99,861.76 48.02 72.030	102,835.14 49.43 74.145	105,920.22 50.93 76.395	109,097.81 52.44 78.660	112,370.74 54.06 81.090						
GRADE 23A (6UA)	Ex H O	103,356.94 49.69 74.535	106,434.40 51.18 76.770	109,627.39 52.73 79.095	112,916.21 54.30 81.450	116,303.72 55.93 83.895						
GRADE 24 (6V0)	Ex H O	106,852.10 51.39 77.085	110,033.62 52.92 79.380	113,334.61 54.49 81.735	116,734.67 56.12 84.180	120,236.69 57.81 86.715						
GRADE 24A (6VA)	Ex H O	110,591.92 53.16 79.740	113,884.78 54.77 82.155	117,301.34 56.42 84.630	120,820.38 58.12 87.180	124,445.01 59.86 89.790						
GRADE 25 (6W0)	Ex H O	114,331.73 54.96 82.440	117,735.98 56.60 84.900	121,268.05 58.30 87.450	124,906.09 60.06 90.090	128,653.27 61.86 92.790						
GRADE 25A (6WA)	Ex H O	118,333.35 56.90 85.350	121,856.71 58.62 87.930	125,512.43 60.37 90.555	129,277.82 62.20 93.300	133,156.13 64.02 96.030						
GRADE 26 (6X0)	Ex H O	122,334.94 58.81 88.215	125,977.47 60.57 90.855	129,756.79 62.39 93.585	133,649.49 64.28 96.420	137,658.98 66.19 99.285						
GRADE 26A (6XA)	Ex H O	126,616.67 60.89 91.335	130,386.71 62.70 94.050	134,298.30 64.60 96.900	138,327.23 66.53 99.795	142,477.07 68.51 102.765						
GRADE 27 (6Y0)	Ex H O	130,898.39 62.96 94.440	134,795.92 64.82 97.230	138,839.78 66.77 100.155	143,004.98 68.77 103.155	147,295.13 70.83 106.245						
GRADE 27A (6YA)	Ex H O	135,479.83 65.12 97.680	139,513.75 67.09 100.635	143,699.17 69.09 103.635	148,010.15 71.19 106.785	152,450.46 73.32 109.980						
GRADE 28 (6Z0)	Ex H O	140,061.29 67.34 101.010	144,231.62 69.38 104.070	148,558.55 71.45 107.175	153,015.32 73.59 110.385	157,605.79 75.80 113.700						
GRADE 28A (6ZA)	Ex H O	144,963.44 69.68 104.520	149,279.72 71.78 107.670	153,758.13 73.92 110.880	158,370.86 76.15 114.225	163,121.99 78.44 117.660						
GRADE 29 (600)	Ex H O	149,865.59 72.05 108.075	154,327.86 74.22 111.330	158,957.68 76.45 114.675	163,726.38 78.75 118.125	168,638.17 81.11 121.665						
GRADE 29A (60A)	Ex H O	155,110.85 74.59 111.885	159,729.31 76.81 115.215	164,521.17 79.12 118.680	169,456.81 81.50 122.250	174,540.51 83.96 125.940						
GRADE 30 (610)	Ex H O	160,356.16 77.09 115.635	165,130.78 79.43 119.145	170,084.70 81.80 122.700	175,187.22 84.24 126.360	180,442.86 86.76 130.140						

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7		STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 30A Ex (61A)	165,968.62 H 79.80 O	170,910.35 82.19 123.285	176,037.67 84.64 126.960	181,318.80 87.16 130.740	186,758.35 89.80 134.700							
GRADE 31 Ex (620)	171,581.10 H 82.48 O	176,689.94 84.97 127.455	181,990.63 87.52 131.280	187,450.34 90.13 135.195	193,073.87 92.85 139.275							
GRADE 31A Ex (62A)	177,586.43 H 85.38 O	182,874.09 87.91 131.865	188,360.31 90.59 135.885	194,011.11 93.28 139.920	199,831.45 96.07 144.105							
GRADE 32 Ex (630)	183,591.77 H 88.26 O	189,058.23 90.89 136.335	194,729.98 93.64 140.460	200,571.89 96.47 144.705	206,589.04 99.34 149.010							
GRADE 32A Ex (63A)	190,017.46 H 91.35 O	195,675.27 94.11 141.165	201,545.51 96.93 145.395	207,591.91 99.83 149.745	213,819.66 102.82 154.230							
GRADE 33 Ex (640)	196,443.19 H 94.44 O	202,292.30 97.26 145.890	208,361.06 100.19 150.285	214,611.89 103.19 154.785	221,050.26 106.30 159.450							
GRADE 33A Ex (64A)	203,318.70 H 97.75 O	209,372.52 100.68 151.020	215,653.70 103.69 155.535	222,123.31 106.80 160.200	228,787.01 110.02 165.030							
GRADE 34 Ex (650)	210,194.24 H 101.06 O	216,452.79 104.08 156.120	222,946.34 107.20 160.800	229,634.73 110.42 165.630	236,523.77 113.73 170.595							
GRADE 34A Ex (65A)	217,551.01 H 104.59 O	224,028.61 107.71 161.565	230,749.47 110.94 166.410	237,671.95 114.28 171.420	244,802.12 117.70 176.550							
GRADE 35 Ex (660)	224,907.81 H 108.14 O	231,604.46 111.36 167.040	238,552.60 114.71 172.065	245,709.15 118.16 177.240	253,080.45 121.69 182.535							
GRADE 35A Ex (66A)	232,779.59 H 111.90 O	239,710.61 115.26 172.890	246,901.92 118.73 178.095	254,308.98 122.28 183.420	261,938.24 125.94 188.910							
GRADE 36 Ex (670)	240,651.37 H 115.70 O	247,816.76 119.15 173.550	255,251.28 122.72 184.080	262,908.79 126.43 189.645	270,796.07 130.23 195.345							
GRADE 36A Ex (67A)	249,074.16 H 119.72 O	256,490.35 123.31 184.965	264,185.05 127.02 190.530	272,110.60 130.82 196.230	280,273.91 134.75 202.125							